

## Appendix 16: North Carolina WIA Waiver Requests for the State Plan,

July 1, 2005 through June 30, 2007

Reference: Section V J

### NORTH CAROLINA WAIVER REQUEST WORKFORCE INVESTMENT ACT

#### 1. Waiver title/purpose:

This waiver requests that school dropouts aged 16-21 be served in the youth program without regard to the individual's family low-income status.

#### 2. Identify the statutory or regulatory requirements for which the waiver is requested and goals to be achieved as a result of waiver and how those goals relate to U. S. Dept. of Labor Employment and Training Administration's "WIA Reauthorization and Reform Overview" and "Planning Guidance for Two Years of Strategic Five Year State Plan":

WIA Regulations at 664.200 require that eligible youth be age 14 through 21; low-income as defined at 101(25) and; within one or more specified categories, to include school dropouts.

Dropout is defined at 664.310 as an individual who is no longer attending any school and who has not received a secondary school diploma or its recognized equivalent. A youth attending an alternative school at the time of registration is not a dropout.

This waiver request is consistent with WIA reauthorization language currently under debate. HR 27, passed on 3/3/2005, places no income eligibility requirement in serving out-of- school youth aged 16-24.

During each of the past three years, approximately 20,000 North Carolina youth have dropped out of school. Research tells us that these school dropouts will have a higher unemployment rate and can expect lifetime earnings below those of high school graduates. Further, we know that youth drop out of school for a variety of reasons, of which economic status is only one. Others include attendance or academic problems; a student's learning style does not fit the traditional high school program; disciplinary actions; family homelessness/personal issues; or, simply because the student thinks nobody cares.

School dropouts are part of the next generation of North Carolina's workforce. All too often these youth are not eligible for WIA services because they are either trapped in a low-skill/low-wage job or are living with families that do not meet the definition of low-income.

#### Goals to be achieved include

Expanded WIA youth services to an at-risk population targeted for service in U. S. Department of Labor's New Youth Vision.

Provide opportunities so that school dropouts may become valuable contributing members to the economic well-being of North Carolina's changing economy

- Improve marketable skills for school dropouts
- Improve earnings of school dropouts
- Increase the number of youth with high school credentials
- Increase the number of youth pursuing post-secondary education

This waiver also avoids older dropout youth having to be enrolled in the adult program when the services and goals of the youth program may be more appropriate.

**3. Describe actions that the State or Local Area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers:**

There are no existing state or local statutory or regulatory barriers to implementing this request.

**4. Describe the goals of the waiver and the expected programmatic outcomes if the request is granted:**

Research tells us that school dropouts have a higher unemployment rate and can expect lifetime earnings below those of high school graduates. Further, we know that youth drop out of school for a variety of reasons, of which economic status is only one. Others include attendance or academic problems; a student's learning style does not fit the traditional high school program; education level of parents, disciplinary actions; family homelessness/personal issues; or, simply because the student thinks nobody cares.

School dropouts are part of the next generation of North Carolina's workforce. All too often these youth are not eligible for WIA services because they are either trapped in a low-skill/low-wage job or are living with families that do not meet the definition of low-income.

Further, with re-authorization, we anticipate increased emphasis to serving out-of-school youth. This waiver will allow North Carolina to be ready to meet the demands of higher level of service to out-of-school youth, while providing a much needed service to school dropouts.

The waiver will allow North Carolina to reach more high school dropouts, provide enhanced, age-appropriate services and prepare youth to have success in the workforce.

Expand WIA youth services to an at-risk group targeted for service in U. S. Department of Labor's New Youth Vision.

**5. Describe the individuals affected by the waiver:**

This waiver will positively impact youth school dropouts. These customers will benefit by having a "second chance" to achieve educational goals, successfully transition to adulthood and become contributing members of North Carolina's economy.

**6. Describe the processes that will be used to monitor the progress in implementing the waiver:**

The North Carolina Division of Employment and Training will be responsible for providing guidance to Local Areas implementing this waiver as well as monitoring the goals established in this request.

Each Local Area wishing to implement this waiver request will be required to revise their Local Plan.

## NORTH CAROLINA WAIVER REQUEST WORKFORCE INVESTMENT ACT

### 1. Waiver title/purpose:

This waiver requests increase from current 30% to unlimited ability to transfer funds between WIA Adult and Dislocated Worker funds.

### 2. Identify the statutory or regulatory requirements for which the waiver is requested and goals to be achieved as a result of waiver and how those goals relate to U. S. Dept. of Labor Employment and Training Administration's "WIA Reauthorization and Reform Overview" and "Planning Guidance for Two Years of Strategic Five Year State Plan":

WIA § 133(b)(4) (29 USCA § 2863(b)(4) and WIA Regulations at 20 CFR § 667.140, provide that with the approval of the Governor, Local Workforce Development Boards may transfer up to 20 percent of a program year allocation for adult employment and training activities, and up to 20 percent of a program year allocation for dislocated worker employment and training activities between the two programs. This later changed by Congressional appropriation action to 30 percent.

### 3. Describe actions that the State or Local Area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers:

There is no North Carolina state or local regulatory barriers to implementing the waivers.

### 4. Describe the goals of the waiver and the expected programmatic outcomes if the request is granted:

The following goals will be achieved with the grant of the waiver request:

- 1). The ability of Local Boards to respond to ongoing changes within their Local Areas will be improved as a result of the flexibility provided by the waiver.
- 2). Local control over program delivery will be increased.
- 3). Collaboration between industry needs and worker training will improve as WIA opportunities are increased in the Local Areas.
- 4). There will be increased accountability at the state, local and service provider levels with the application of this waiver plan.
- 5). Improvements in designing and implementing WIA programs and in meeting employer and participant needs will be realized by having increased resources available.

Boards have exercised their option under the law to transfer funds to the extent of the current 30% authorization. WIA customer needs vary greatly across North Carolina. North Carolina's population and employment distribution include metropolitan areas like Raleigh, Charlotte and Greensboro to extremely rural areas like Tyrrell County, population 4, 226. Given this variety, there are some areas with few layoffs or similar events which trigger expenditure of the significant amounts of dislocated worker funds. Conversely, other areas of the state have experienced mass layoffs and need more Dislocated Worker funds than Adult. The waiver will increase flexibility and local control to transfer funds between adult and dislocated worker programs. This flexibility will allow boards to better respond to changes within their areas and to best address the specific geographic, demographic and industry needs which change from community to community. Permitting the waiver will enable local boards, those with the most knowledge, information and expertise, to most effectively use the funds available. It

will encourage Boards to design innovative programs unique to the specific Local Areas and to most advantageously use funds to address the established needs and priorities resulting in increased local and service provider accountability.

With the slowing of business closings in some regions of North Carolina, they have seen a slowing in qualified applicants for the WIA Dislocated Worker program and an increase in the Adult program applications. A waiver allowing for up to a 100 percent of funds between the Dislocated Worker and Adult programs will allow for Local Areas that have few dislocations to serve their adult population more efficiently and effectively by having more options to address workforce and economic development concerns. Likewise, areas still facing layoffs will have the flexibility they need to address local conditions.

**5. Describe the individuals affected by the waiver:**

The waiver will benefit all local Workforce Development Boards and their customers – the businesses and job seekers of North Carolina. The positive impacts will include: program participants will have program choices based on local needs; North Carolina will increase effective, efficient use of resources resulting in more customers served; and, local boards will have the flexibility to move funds where they are most needed and can provide the greatest benefit.

**6. Describe the processes that will be used to monitor the progress in implementing the waiver:**

The North Carolina Division of Employment and Training will be responsible for providing guidance to Local Areas in implementing this waiver as well as monitoring the goals established in this request. Monitoring will include the enhanced consumer choice and program accountability. There will be monthly review of expenditure reports and quarterly reviews of performance reports, site visits and other direct contacts will be done throughout the year.

## **NORTH CAROLINA WAIVER REQUEST WORKFORCE INVESTMENT ACT**

### **1. Waiver title/purpose:**

This waiver requests that spouses of military personnel stationed in North Carolina be eligible for Dislocated Worker programs.

### **2. Identify the statutory or regulatory requirements for which the waiver is requested and goals to be achieved as a result of waiver and how those goals relate to U. S. Dept. of Labor Employment and Training Administration's "WIA Reauthorization and Reform Overview" and "Planning Guidance for Two Years of Strategic Five Year State Plan":**

North Carolina requests a waiver to Public Law 105-220, Section 101 (a) in order to offer services as dislocated workers to spouses of active duty personnel in North Carolina.

### **3. Describe actions that the State or Local Area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers:**

There are no state or local regulatory barriers to implementing the waiver.

### **4. Describe the goals of the waiver and the expected programmatic outcomes if the request is granted:**

This waiver request is expected to result in increased participant enrollment particularly in Local Areas with large military presence. It will benefit the state and nation by providing increased training and employment opportunities to military spouses, many of whom are managing the households while their husband/wife is deployed overseas. The waiver will improve programmatic, performance and expenditure outcomes through increased opportunities. This flexibility will allow Local Areas to better manage the WIA resources to serve their local population.

### **5. Describe the individuals affected by the waiver:**

North Carolina works hard to be the 'most military-friendly state in American'.

*"As brave men and women depart over seas, risking their lives for American freedom, we here at home must do our part to support them and the families they are leaving behind. We remember that we live in freedom because of the contributions and sacrifices made by those who serve in the Armed Forces of the United States. I am proud that North Carolina is the most military-friendly state in America." --Governor Mike Easley*

There are approximately 120,000 active duty personnel stationed on North Carolina bases, more than 25,000 residents of North Carolina stationed at bases outside the state, and approximately 25,000 civilians serving in the United States Reserve Forces and National Guard Components. Focusing on the military spouse allows Local Areas to pinpoint individuals who were required to leave their jobs in order to accompany their military partners. Such a waiver will allow North Carolina to broaden its scope of Workforce Investment Act services to a significant portion of the military population. Such support will benefit the military-dependent communities by encouraging the accompanying spouse and family to remain in the community during times of deployment continuing to contribute to the local economy. Serving this group would improve the individual's and family's self-sufficiency. Services would be provided through

North Carolina's existing JobLink Career Centers (One-Stops) following all existing guidelines for enrollment.

**6. Describe the processes that will be used to monitor the progress in implementing the waiver:**

The North Carolina Division of Employment and Training will be responsible for providing guidance to Local Areas an implementing this waiver as well as monitoring the goals established in this request. The progress of the waiver will be monitored by reviewing Local Area and statewide enrollment and expenditure data, performance results and feedback from Local Workforce Development Boards.

## **NORTH CAROLINA WAIVER REQUEST WORKFORCE INVESTMENT ACT**

### **1. Waiver title/purpose:**

This waiver request will allow Cumberland County Local Area to transfer military spouses served in their National Emergency Grant (NEG) to the WIA formula-funded dislocated worker program upon completion of the NEG grant December 31, 2005.

### **2. Identify the statutory or regulatory requirements for which the waiver is requested and goals to be achieved as a result of waiver and how those goals relate to U. S. Dept. of Labor Employment and Training Administration's "WIA Reauthorization and Reform Overview" and "Planning Guidance for Two Years of Strategic Five Year State Plan":**

Reference is Training and Employment Guidance Letter No. 16 – 03 dated January 26, 2004, page 11, item O, Assistance to Military Spouses. Goal is to give the spouses an opportunity to complete their training requirements and enter meaningful unsubsidized employment upon graduation. Most of the military spouses being served will not be near completion of their occupational skills training when the NEG grant program ends.

### **3. Describe actions that the State or Local Area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers:**

Not applicable.

### **4. Describe the goals of the waiver and the expected programmatic outcomes if the request is granted:**

The goal is to afford the opportunity for military spouses to complete training that started in the NEG grant program. With permission to transfer them to WIA formula-funded dislocated worker activities, they will be able to complete their occupational skills training and achieve their individual employment goals.

### **5. Describe the individuals affected by the waiver:**

These military spouses qualify as dislocated workers, including those who were required to leave jobs to accompany military spouse members for service of the United States government. The spouses are members of military families locating to Fort Bragg and Pope Air Force Base.

### **6. Describe the processes that will be used to monitor the progress in implementing the waiver:**

Staff of the Cumberland County Local Area will coordinate this effort to ensure all guidelines are met for the smooth transfer of participants from the NEG grant to the WIA formula-funded program. Regular status reports will be provided to the North Carolina Division of Employment and Training and requests for technical assistance on an as needed basis will be addressed.